

Name of the Employee:	Hemant Kalal
Designation:	Sr.Consultant
Level:	L2
Function/ Location:	Bangalore \ Delivery
Start Date:	15-Nov-18

Compensation & Benefit Sheet

STRICTLY CONFIDENTIAL

A	Monthly Components	INR
	Basic Salary	48,810
	House Rent Allowance	24,410
	Special Allowance \ Flexi Pay Basket	68,570
	Total Monthly Salary	1,41,790

B	Annual Components	
	Leave Travel Assitance	48,810
	Annual Variable Pay*	2,00,000
	Total Annual Salary Less Retiral Benefits	2,48,810

C	Annual Retiral Benefits	
	Grauity Payment on serving 5 years**	28,160
	Employer Contribution to Provident Fund***	21,600
	Total Annual Retirals	49,760

D	Total Cost to Company (A+B+C)	20,00,050
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E	Additional Benefits not costed by the Company	
	Group Personal Accident Insurance Sum Insured	35,00,000
	Group Hospitalization Insurance Floater Sum Insured	3,50,000
	Group Term Life Insurance Sum Insured	35,00,000

Note

** Gratuity: Gratuity will be payable as per law

*** Employer's contribution of 12% is capped upto maximum of Basic salary of Rs.15000

† Medical Expenses Reimbursement for family & dependent parents

Group Medical Insurance Coverage for family : The premium will be paid

by Company, You will have a top of option for Group Term Life Insurance and Group Hospitalization the additional premium details will be available after joining.

Group Personal Accident Policy Coverage : The premium will be paid by Company

The Company may change/alter/reduce any of the components of your compensation &

You would be paid Rs. 50,000 as joining bonus if you join on or before 23-Nov-18.

benefit structure within total cost to company

**You have an option of chossing Flexi Pay Basket upon joining the organization. The balance amount would be adjusted with your Special Allowance.

Milind Kaulgud
CHRO & VP

Laszlo Posset
Managing Director

Signature of the Candidate